



FY-14 Navy Reserve Line Community Brief Disclaimer

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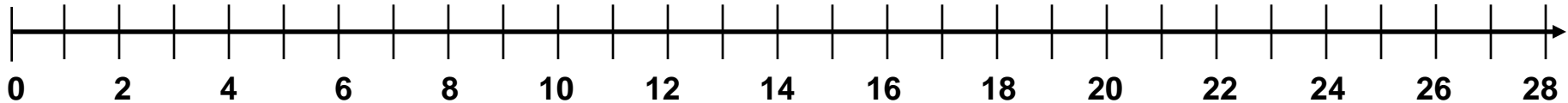
Human Resources Officer

Career Progression



Notional Career Path

ENTRY LEVEL HR TOUR(S)	DEPARTMENT HEAD/ COMPETENCY TOUR	LCDR STAFF/ LEADERSHIP TOUR	CDR STAFF LEADERSHIP/MILESTONE TOUR	CAPT STAFF/ LEADERSHIP/MILESTONE TOUR
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Typical Billets

Pers/Training Officer Recruiting Staff Ops & Plans IA/Mobilization/ADSW HR Intro Course Professional Certification Joint Education/Tour	XO/OIC Pers/Mpwr Staff & Mgmt Recruiting, Admin/Train Off Resource Mgmt IA/Mobilization/ADSW HR Intermediate Course Professional Recertification Joint Education/Tour	XO/OIC/CO Pers/Mpwr Analysis & plans Pers/Mpwr/Resource Mgmt Major Staff Recruiting IA/Mobilization/ADSW HR Advanced Course Professional Recertification Joint Education/Tour	CO/Major Command Major Staff Tour Deputy/COS HQ Staff Staff Ops & Plans IA/Mobilization/ADSW Professional Recertification Joint Education/Tour (JQO)
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Core Competency Development:
 Recruiting/Personnel Management/Manpower Analysis/Training

CO/XO and milestone screening occurs from CDR through CAPT through the Apply Board



Human Resources Officer

Community Values

- **Sustained superior performance in HR assignments**
 - Proven expertise in HR core competency areas (manpower requirements and analysis, personnel management, training and education development, and recruiting) including HR-related subspecialties (financial management, operations analysis, and manpower systems analysis)
 - Proven leadership in strategic policy development and program management, command, and Joint assignments
- **Graduate education – HR competency focused Master’s or MBA preferred**
- **Professional Certification – PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A**
- **Joint education and tours**
- **IA/Mobilizations**
- **Senior Human Resources Officers plan, program and execute critical human capital strategies in the following areas:**
 - Personnel/Manpower/Training & Education/Recruiting & Accession
 - Manpower requirements determination and planning
 - HR econometric analysis, which includes policy analysis
 - Joint and Total Force formation and sustainment



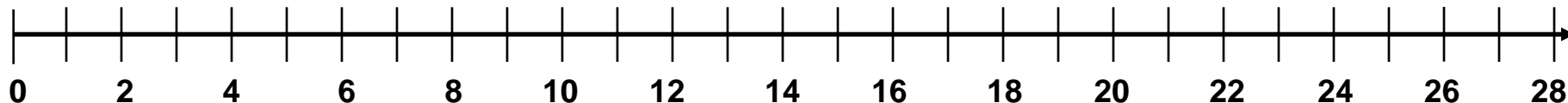
Human Resources Officer (FTS)

Career Progression

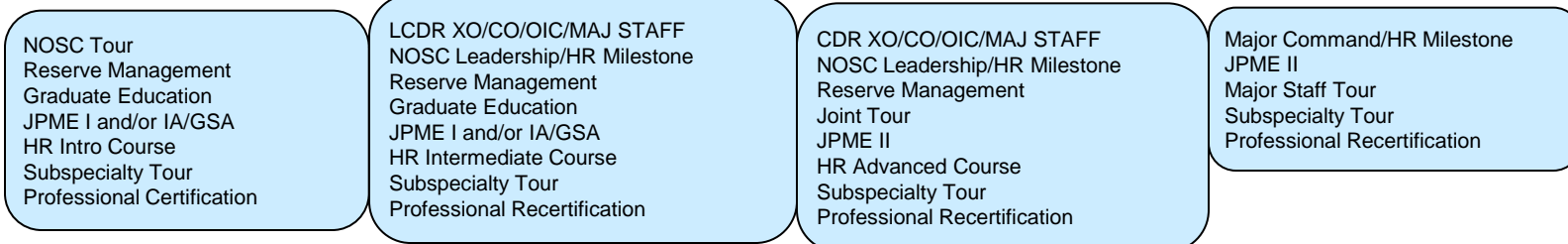


Career Path

DIVISION OFFICER (FLEET OR HR)	DEPARTMENT HEAD (FLEET OR HR)	STAFF TOUR	NOSC/ MAJ STAFF/ MILESTONE	LCDR STAFF TOUR	NOSC/ MAJ STAFF/ MILESTONE	CDR STAFF TOUR	NOSC/ MAJ STAFF MILESTONE	CAPT STAFF TOUR	CAPT STAFF TOUR
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Typical Billets



Core Competency Development:
Recruiting/Personnel Management/Manpower Analysis/Training

NOSC CO screening occurs for applicants from LT through CAPT. CDRs can screen for NRD CO/XO.



Human Resources Officer (FTS) Community Values

- **Sustained superior performance in HR assignments**
 - Proven expertise in HR core competency areas (manpower requirements and analysis, personnel management, training and education development, and recruiting) including HR-related subspecialties (financial management, information technology, operations analysis, and manpower systems analysis)
 - Proven leadership in strategic policy development and program management, command, and Joint assignments
- **Reserve management tours**
 - Proven performance and leadership in Navy Operational Support Center Command, RC commands, major staffs, operational support officers
- **Professional certification – PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A, CISSP, GSLC**
- **Senior HR officers plan, program, and execute critical human capital strategies in the following areas:**
 - Personnel/Manpower/Training & Education/Recruiting & Accession/Information Technology/Financial Management
 - Manpower requirements determination
 - Personnel policy and distribution
 - HR econometric analysis, which includes policy analysis
 - Joint and Total Force formation and sustainment



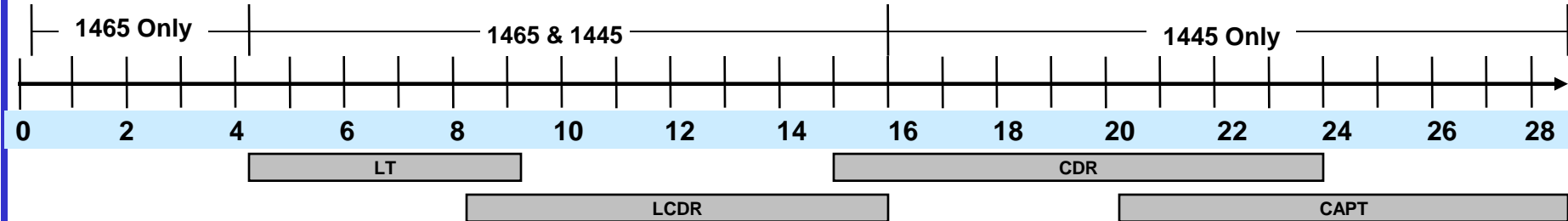
Engineering Duty Officer

Career Progression



RESERVE ED CAREER PATH

Enlisted Unit DIVO/XO	Enlisted Unit CO	Major Cmd Dept Head	Major Cmd CO
Assistant Proj Officer	Project Officer	Program Manager	Major Program Manager
ED QUAL	QUALIFIED ED		



- JOs (LTJG, LT, LCDR) serve primarily in SurgeMain units leading enlisted Sailors as DIVO, XO, or CO. JOs with specific military/technical expertise (diving & salvage, strategic systems, space) serve as Project Officers in commands utilizing those skills
- Senior officers (CDR, CAPT) serve as technical experts in their specific areas of expertise
- Technical leadership and/or command/national leadership is expected throughout career
- NAVET lateral transfers as junior O-3 follow similar career track to direct commission officers



Engineering Duty Officer

Community Values

- Advanced technical degree and EDO qualification tour completed. Continued professional education.
- Leadership assignments throughout career. Leadership assignments include: technical leadership (program management, deputy program management); command leadership (commanding officer, executive officer); and national staff leadership (chief of staff, national program positions).
- Successful performance in all assigned engineering duties; took the “hard” jobs that involved technical and/or command/national leadership.
- Civilian/industry skills pertinent to Navy requirements and leveraged those skills effectively during EDO assignments.



Aerospace Engineering Duty Officer

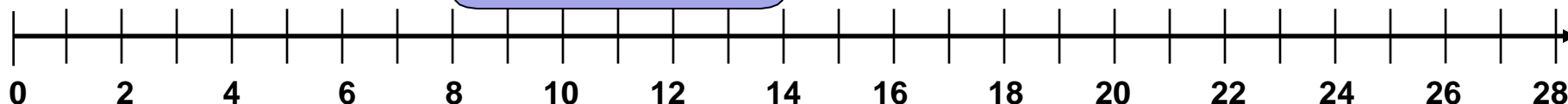
Career Progression



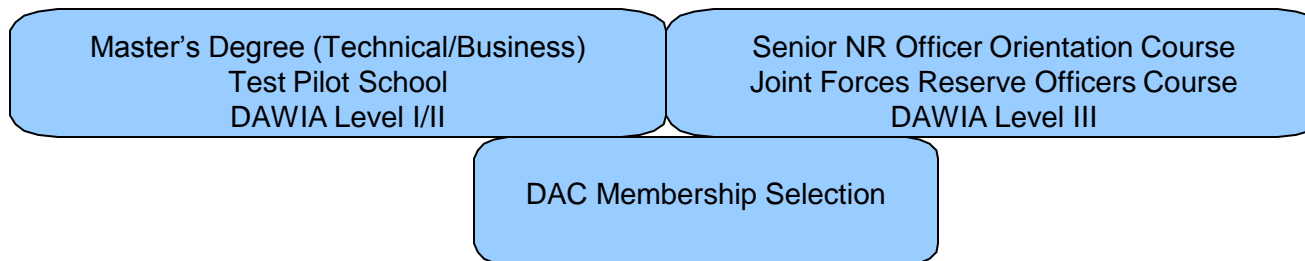
Career Path

O-3 and below Milestone	O-4 Milestone	O-5 Milestone	O-6 Milestone
FLEET: Squadron Aircrew	Assistant Officer-in-Charge Project Lead Assistant Dept Head Department Head	Department Head Flag Staff Member Asst IPT Lead Executive Officer Office-in-Charge	Commanding Officer IPT Lead Flag Staff Chief of Staff Deputy Chief of Staff
DCO: Acquisition/Engineering/ Operational Experience			

Lateral Transfer Window
8-14 YCS



Education





Aerospace Engineering Duty Officer

Community Values

- **Community Values**

- Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
- Initiative-Leadership assignments throughout career

- **Valuable achievements for ALL AEDOs**

- Master's degree (Technical, Business, Military War College), Test Pilot School
- Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty (ADSW) support of NAVAIR program, project or initiative
- Critical fleet support missions: CASTL, PGSS, FDCR, Copperhead, Fire Scout, Tomodachi, or similar
- Continuous professional development – DAWIA, JPME, CPI
- Policy board member, BUPERS board recorder/voting member, Flag Staff

- **Valuable achievements for AEDO LIEUTENANT COMMANDERS**

- Operational squadron junior officer tours
- AOIC, Project Lead, Department Head tours
- DAWIA Level I Certification

- **Valuable achievements for AEDO COMMANDERS**

- XO/OIC Asst IPT Lead, SNROOC, JFROC, NRUMS courses
- DAWIA Level II Certification, DAC membership, JPME, Flag Staff member

- **Valuable achievements for AEDO CAPTAINS**

- CO, IPT Lead, Principal Flag staff positions, SNROOC, JFROC, NRUMS, NRAMS courses
- DAWIA Level III Certification, Defense Acquisition Corps membership, JPME
- Space Cadre IV (for Space Cadre officers)



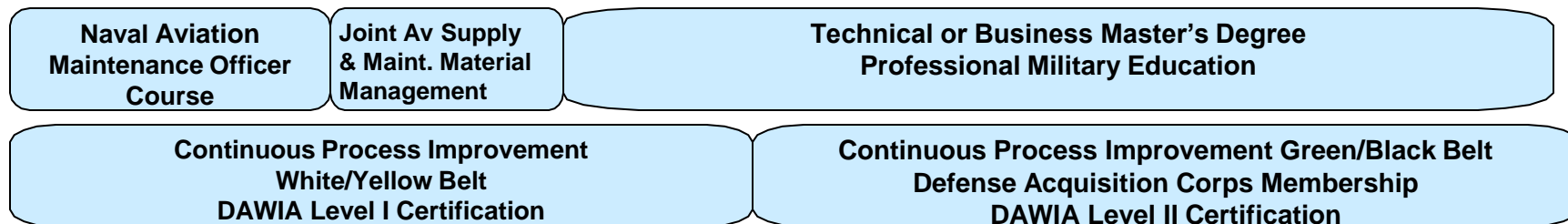
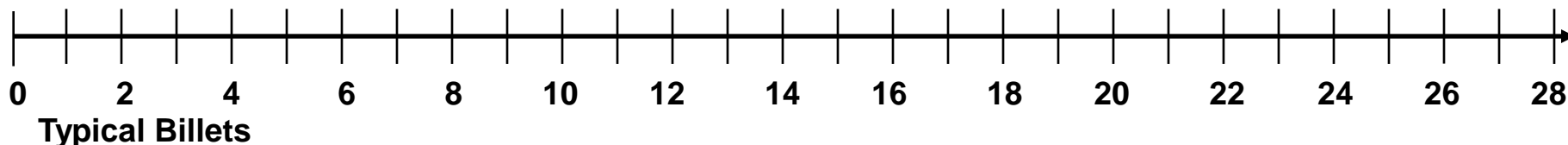
Aerospace Maintenance Duty Officer

Career Progression



Career Path

O-3 and below Milestone	O-4 Milestone	O-5 Milestone	O-6 Milestone
SHORE/SEA O-Level I-Level/FRC	Assistant Officer-in-Charge Project Lead/Assistant DH Department Head	Department Head Flag Staff Member Asst IPT Lead Executive Officer Officer-in-Charge	Commanding Officer IPT Lead Flag Staff Chief of Staff Deputy Chief of Staff
ON RAMP - JO Shore & Sea Tours			





Aerospace Maintenance Duty Officer

Community Values

- **Community Values**

- Consistent demonstration of Leadership and Technical expertise in increasingly challenging billets that bring value to the customer
- Initiative-Leadership assignments throughout career

- **Valuable achievements for ALL AMDOs**

- Master's degree (Technical, Business, Military War College)
- Mobilization supporting Overseas Contingency Operations (OCO) missions, active duty (ADSW) support of NAVAIR program, project or initiative
- Critical fleet support missions: CASTL, PGSS, FDCR, Copperhead, Fire Scout, Tomodachi, or similar
- Fleet Maintenance experience (DCO's)
- Continuous professional development-DAWIA, JPME, CPI
- Policy board member, BUPERS board recorder/voting member, Flag Staff

- **Valuable achievements for AMDO LIEUTENANT COMMANDERS**

- Experience in Organizational (O-level), FRC (I-level) and Depot (D-level) Maintenance Officer billets
- MCO/MMCO/AOIC, Project Lead, Department Head tours
- DAWIA Level I Certification

- **Valuable achievements for AMDO COMMANDERS**

- XO/OIC, Asst IPT Lead, SNROOC, JFROC, NRUMS courses
- DAWIA Level II Certification, DAC membership, JPME, Flag Staff member

- **Valuable achievements for AMDO CAPTAINS**

- CO, IPT Lead, Principal Flag staff positions, SNROOC, JFROC, NRUMS, NRAMS courses
- DAWIA Level III Certification, Defense Acquisition Corps membership, JPME

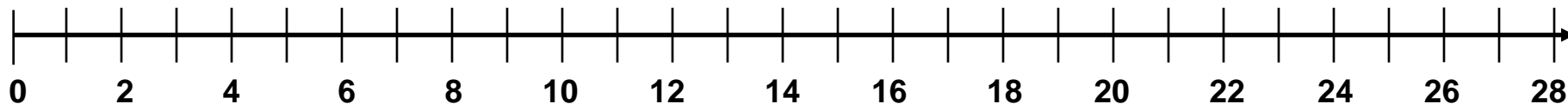


Aerospace Maintenance Duty Officer (FTS) Career Progression

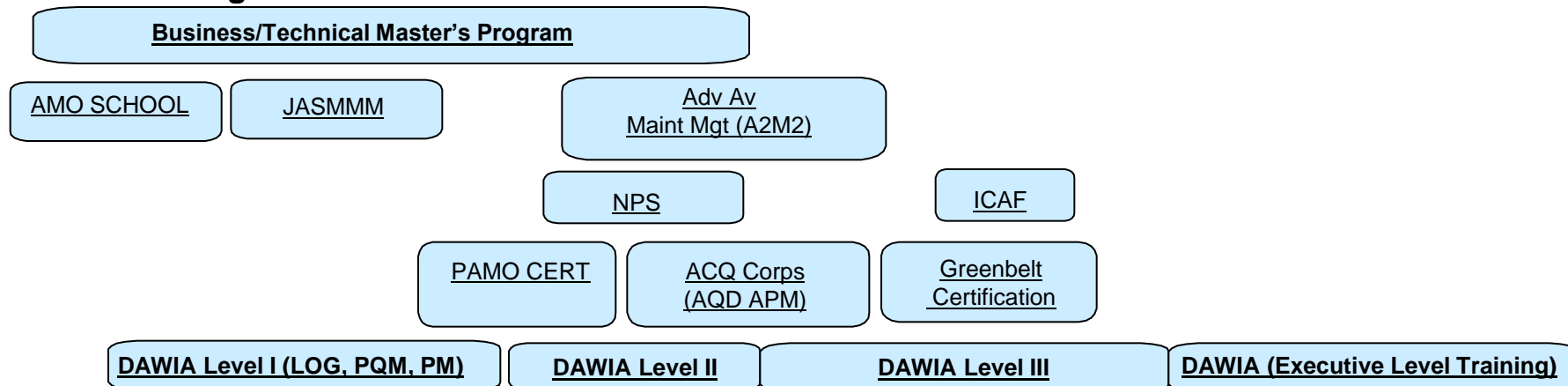


Career Path/Milestone Billets

Squadron MCO, MMCO FRC Division Officer	FRC PCO/AOIC Squadron MMCO/AMO TYPE WING AMO/RO CNAF CLASS DESK NPC (Detailer) CNATT NAVAIR APML/DPM	FRC SITE OIC TYPE WING MO CNAF/CNAFR STAFF OPNAV N41, N43 PMA-207 VR/MAJOR DPM PRINCIPAL DPM/COMFRC COMFRC PRODUCTION	CNAFR N42 NAVAIR 1.0R/OSO
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Valuable Training/Certifications





Aerospace Maintenance Duty Officer (FTS) Community Values

- **Valuable achievements prior to LCDR**

- Squadron and FRC junior maintenance officer tours
- Sustained superior performance in a variety of Type/Model/Series platforms
- Master's degree (technical/business)
- Acquisition Level I Certification (PQM, LOG)

- **Valuable achievements prior to CDR**

- STAFF: CNAF, CNAFR, NPC, COMFRC, NAVAIR, OPNAV, CNATT
- FRC Assistant OIC/Production Officer
- WING AMO/RO, Squadron AMO/MMCO
- Master's degree (technical/business)
- Certification as Professional Aviation Maintenance Officer (PAMO)
- Defense Acquisition Corps member and Level II certification (PM, PQM, LOG)

- **Valuable achievements prior to CAPT**

- STAFF: OPNAV, NAVAIR, CNAF, CNAFR, COMFRC
- FRC OIC/DH or Type Wing Maintenance Officer
- Master's degree (technical/business)
- Certification as Professional Aviation Maintenance Officer (PAMO)
- Defense Acquisition Corps member and Level III certification (PQM, PM, or LOG)

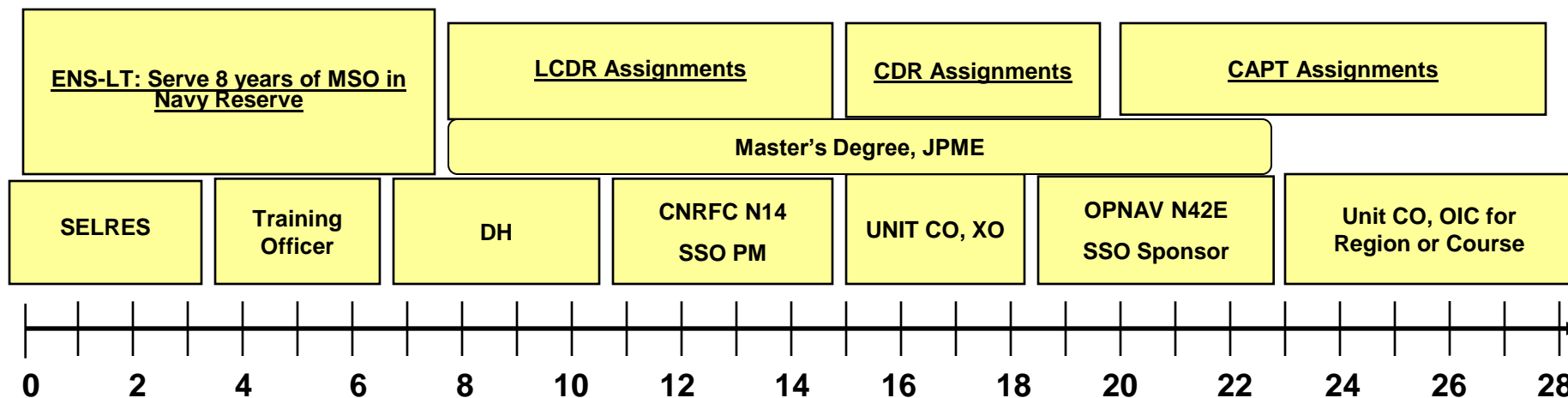


Strategic Sealift Officer

Career Progression



Career Path





Strategic Sealift Officer

Community Values

- **Sustained superior Navy performance**
 - Proven leadership billets in any community
 - Taking hard jobs
 - Custom career paths through multiple communities
- **Frequent participation**
 - MOB, ADSW, RECALL, extended or multiple annual training
 - Graded FITREPS
- **Valid civilian maritime license**
- **Advanced education/JMPE I**
- **Updated service record**



Public Affairs Officer

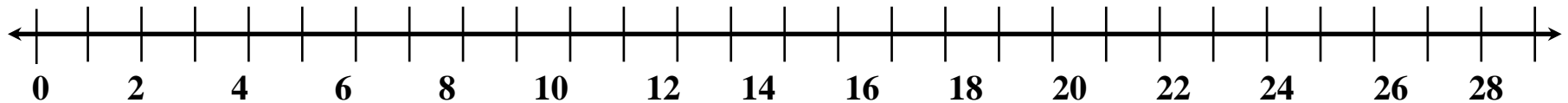
Career Progression



Career Path

No two career paths the same

DCO	Trans fm AD/Redesig fm RC – Associate PAO tour	COCOM, # FLT, JPASE, NPASE, NAVCO, USFF, PACFLT, CHINFO, DMA, NWC, DC IMA	COCOM, # FLT, JPASE, USFF, PACFLT, CHINFO, DMA, NWC, DC IMA, REDCOMS, NAVCO, NPASE	COCOM, JPASE, CHINFO, Fleets, DMA, NPASE, NAVCO
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Typical Billets

DCO School
DINFOS

Action Officer

OIC COMCAM or
NAVINFO E, COCOM, DC
IMA, NAVCO

OIC NPASE or NAVINFO W,
Deputy Director – Fleets,
COCOM, senior DC IMA, NWC
Director

Senior COCOM, Director-NPASE
HQ, Fleets, JPASE, DMA



Public Affairs Officer

Community Values

- **Valuable achievements prior to LIEUTENANT COMMANDER**

- DINFOS PAO training
- NPASE
- Community outreach/NAVCO
- Fleet/Joint exercises and operations
- Junior DH responsibilities

- **Valuable achievements prior to COMMANDER**

- DH or OIC position
- Action officer or field officer responsibilities
- Deployment or significant fleet employment
- Fleet and NAVCO tours

- **Valuable achievements prior to CAPTAIN**

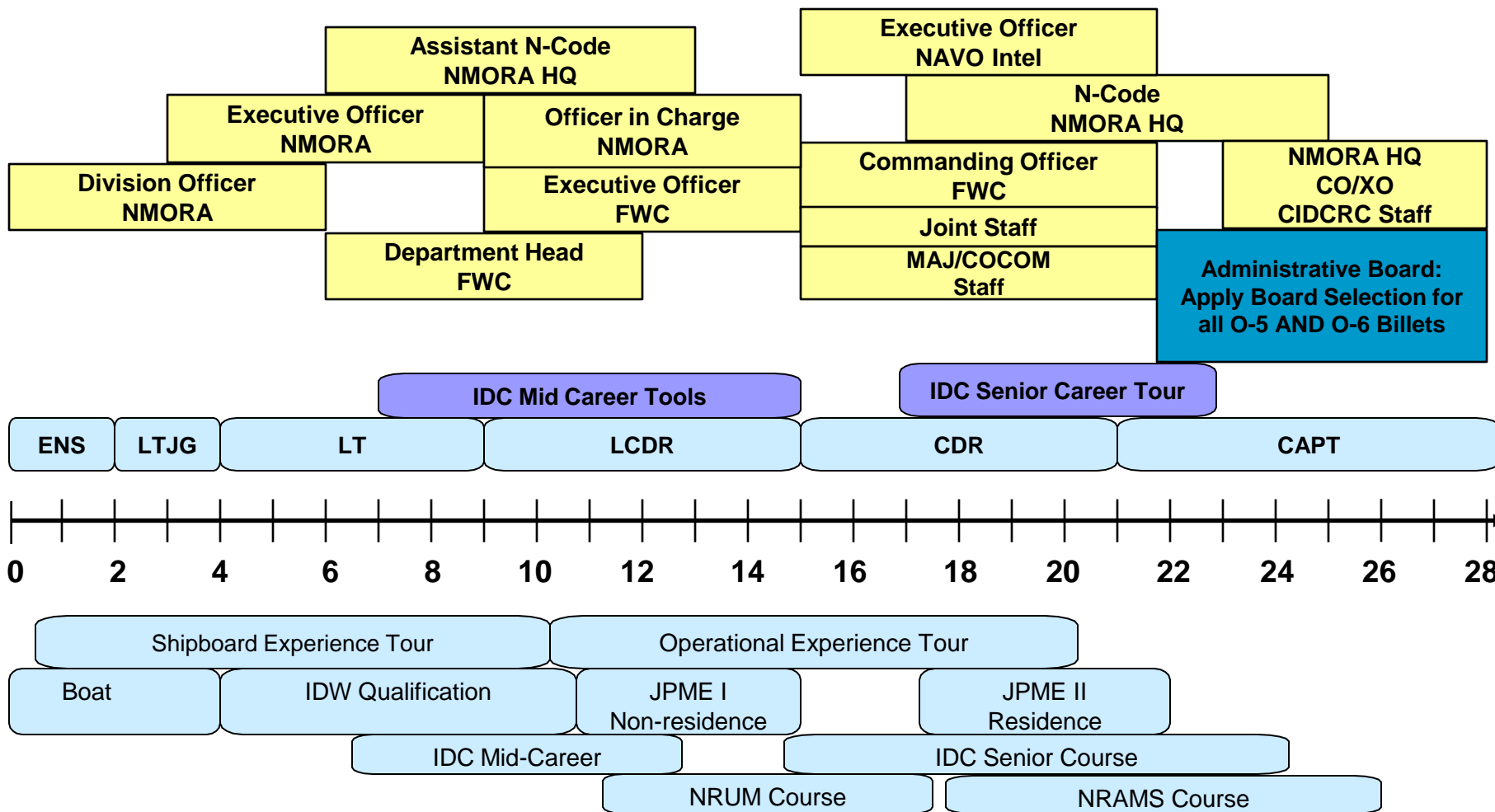
- O-5 leadership positional authority/responsibility
- Citations or reports of fitness citing leadership aptitude
- Citations or reports of fitness citing proficiency in PA skills
- Senior officer comments relating to member's advisory capacity
- Documented pro-active engagement with AC counterpart to plan and budget for unit missions to optimize RC assets



Oceanography Officer

Career Progression

Career Path/Milestones Billets





Oceanography Officer

Community Values

- **Proactive participation in Warfighter Support Directorates**
 - Progress in completion of operational support qualification requirements
 - Operational Annual Training
- **Superior performance in DH or OIC assignment**
 - Leadership position in the unit
 - Graduate work complete or in progress
 - Operational Annual Training
- **Superior performance in command or milestone tour**
 - Proven ability to lead and direct people and organizations
 - Annual Training at Joint service command or exercise
 - Successful assignment as a Reserve Deputy Operations Officer or CO



Information Warfare Officer

Career Progression

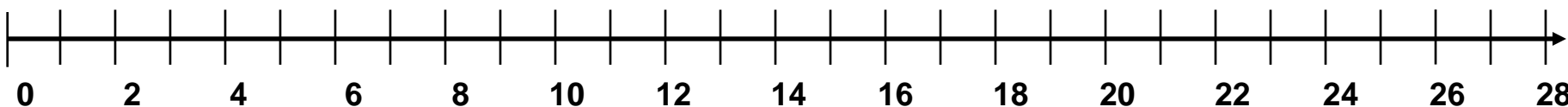
Career Path

DCO/Redesignation/IST/NAVET

Administrative Board:
Apply Board Selection for
all O-5 and O-6 Billets

Flag – CIDCRC
C10F, NCF,
OPNAV

O-1/O-2 <u>Direct</u> <u>Commissioned</u> <u>Officers</u> IW Quals (IWBC, IW PQS) IDWO Qual	O-3 <u>Operational</u> NSA/Fleet ,CNO, IA/MOB, Extended AD (IW) <u>Redesignations</u> IW Quals	O-4 <u>Operational</u> Ops Officer, IA/MOB, Extended AD (IW) <u>Leadership</u> NR NIOC XO <u>Staff</u> FCC/C10F, NCF, NSA, JOINT	O-5 <u>Operational</u> Ops Officer, IA/MOB, Recall, Extended AD (IW) <u>Leadership</u> NR NIOC CO/XO <u>Staff</u> FCC/C10F, NCF, NSA, CIDCRC, JOINT	O-6 <u>Leadership</u> NR NIOC CO, Recall, CIDCR Region CDR <u>Staff</u> FCC/C10F, NCF, NSA, JOINT, CIDCRC HQ
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← Continuing Education →
 ← Master's Degree and JPME I/II →

Core Competencies
 -Signals Intelligence (SIGINT)
 -Computer Network Operations (CNO)
 -Electronic Warfare (EW)



Information Warfare Officer

Community Values

- **Valuable achievements prior to LIEUTENANT COMMANDER**

- IW operational tours (mobilization, extended active-duty, operations officer)
- IW/IDWO qualifications
- SIGINT, Computer Network Operations, EW experience/proficiency

- **Valuable achievements prior to COMMANDER**

- IW operational tours (mobilization, extended active-duty, operations officer)
- IW leadership tours (XO)
- Major staff tours (FCC/C10F, NCF, NSA, JOINT)
- Advanced education degrees

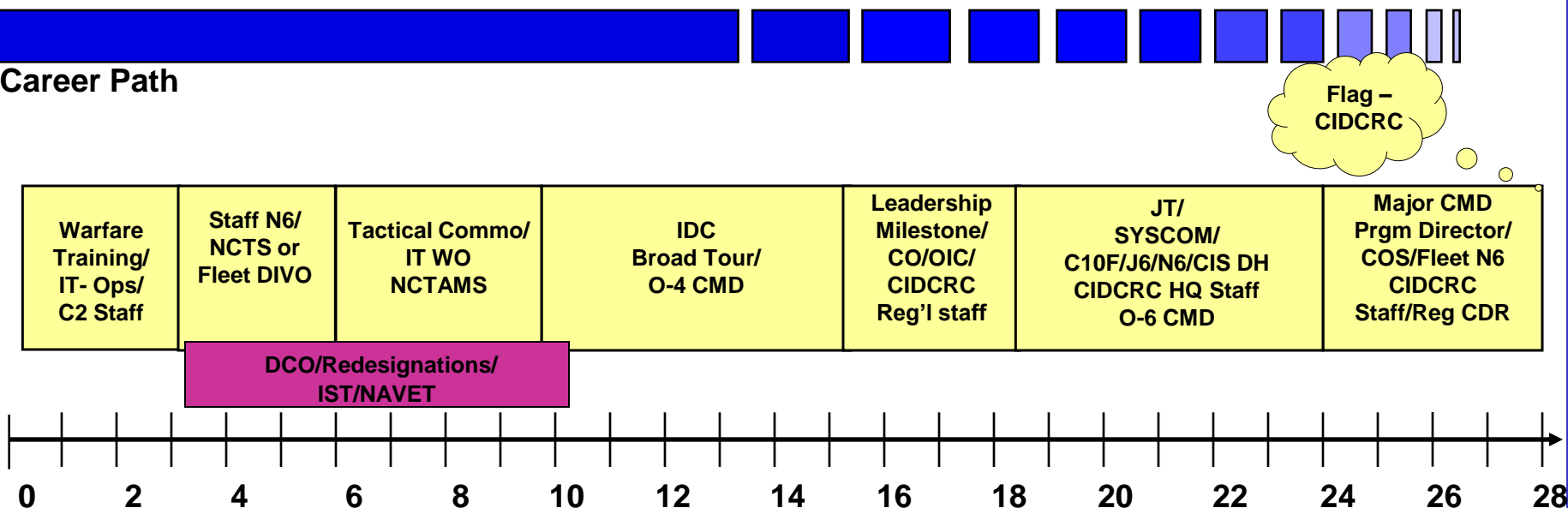
- **Valuable achievements prior to CAPTAIN**

- IW leadership tours (CO/XO)
- IW operational tours (mobilization, recall, extended active-duty, operations officer)
- Successful major/operational staff tours (FCC/C10F, NCF, NSA, JOINT)
- JQO progression

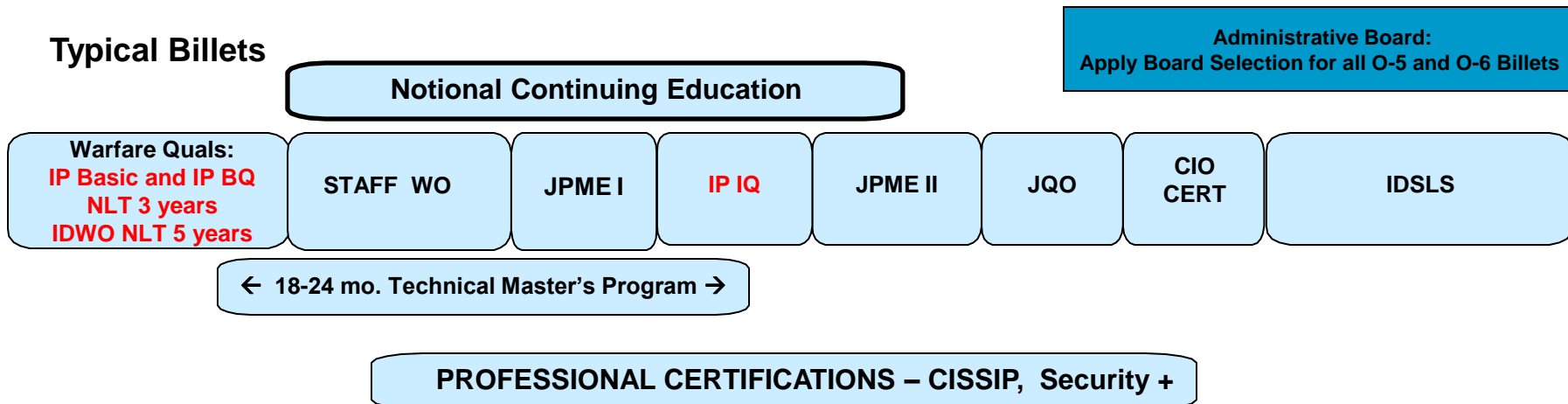


Information Professional Officer Career Progression

Career Path



Typical Billets





Information Professional Officer

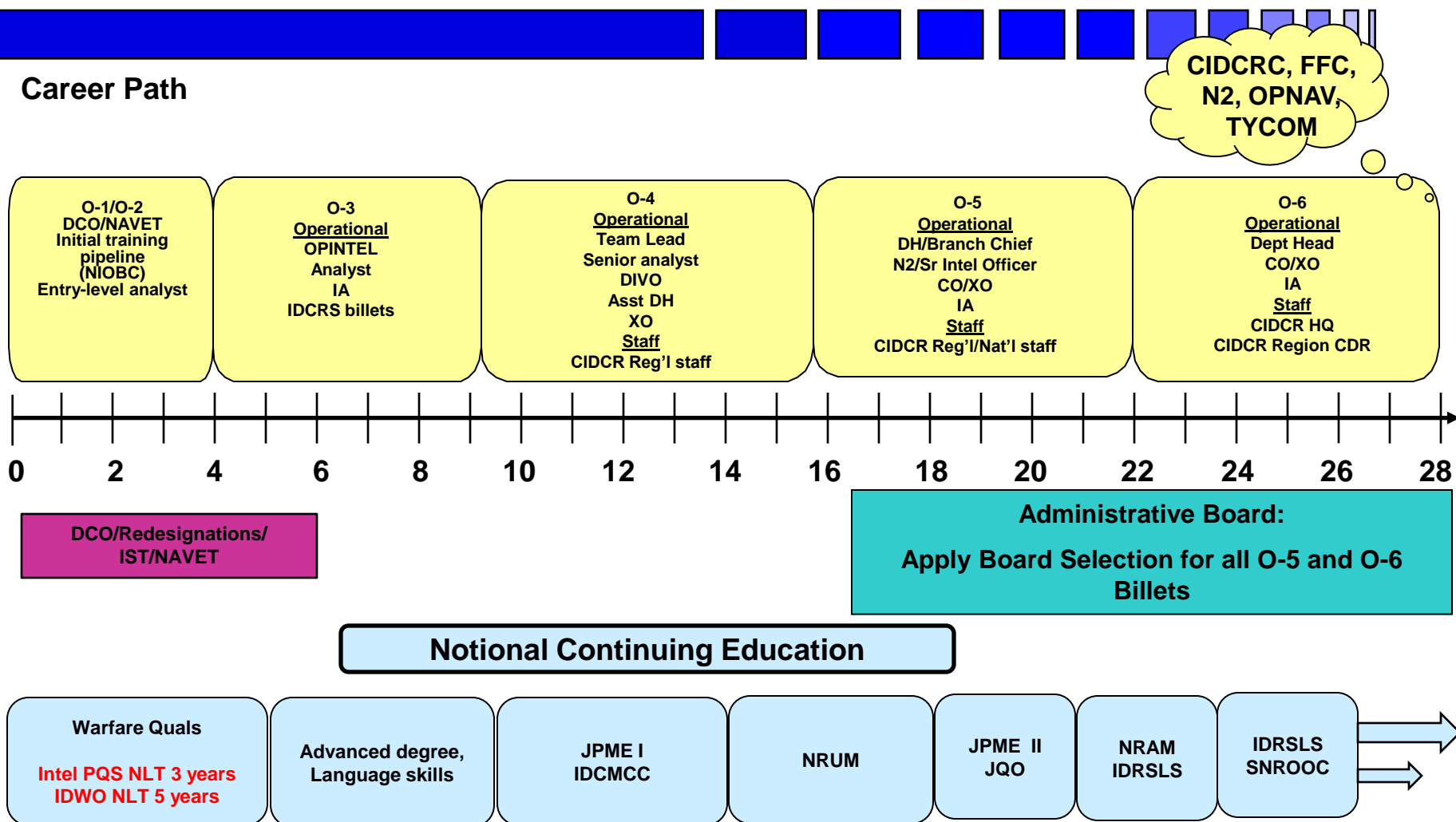
Community Values

- **Sustained Superior Performance in IDC billets**
- **Warfare Competence**
 - Attainment of IP/IDWO qualifications
 - Cyber Operations tenets and their application to war-fighting
 - Fundamental knowledge relative to naval information technology skills
 - Completion of an IA tour
 - Command and Control and advancing C5I fleet readiness
- **Professional Expertise**
 - Certifications in security (CISSP, Security +) and technical expertise in systems management
 - Attainment of Master's degree or higher in a technical field
 - JPME/JQO
 - Filling an IP/IDC billet
- **Leadership**
 - Actively involved in the community beyond the billet
 - Limited opportunity for command at O-4 and below
 - CO or equivalent tour as an O-5



Intelligence Officer Career Progression

Career Path





Intelligence Officer

Community Values

- **Sustained Superior Performance**

- Providing and directing intelligence capability to Navy/Joint forces
- Experienced at strategic, operational, and tactical levels

- **Training in Specialized Areas**

- Targeting
- Intelligence support to NSW
- Human Intelligence (HUMINT)
- ISR Management
- Intelligence Force Management

- **Diversity of experience and education**

- Active duty & at-sea experience
- Joint experience in warfighting and education
- Critical language skills
- Civilian occupations, advanced degrees

- **Leadership**

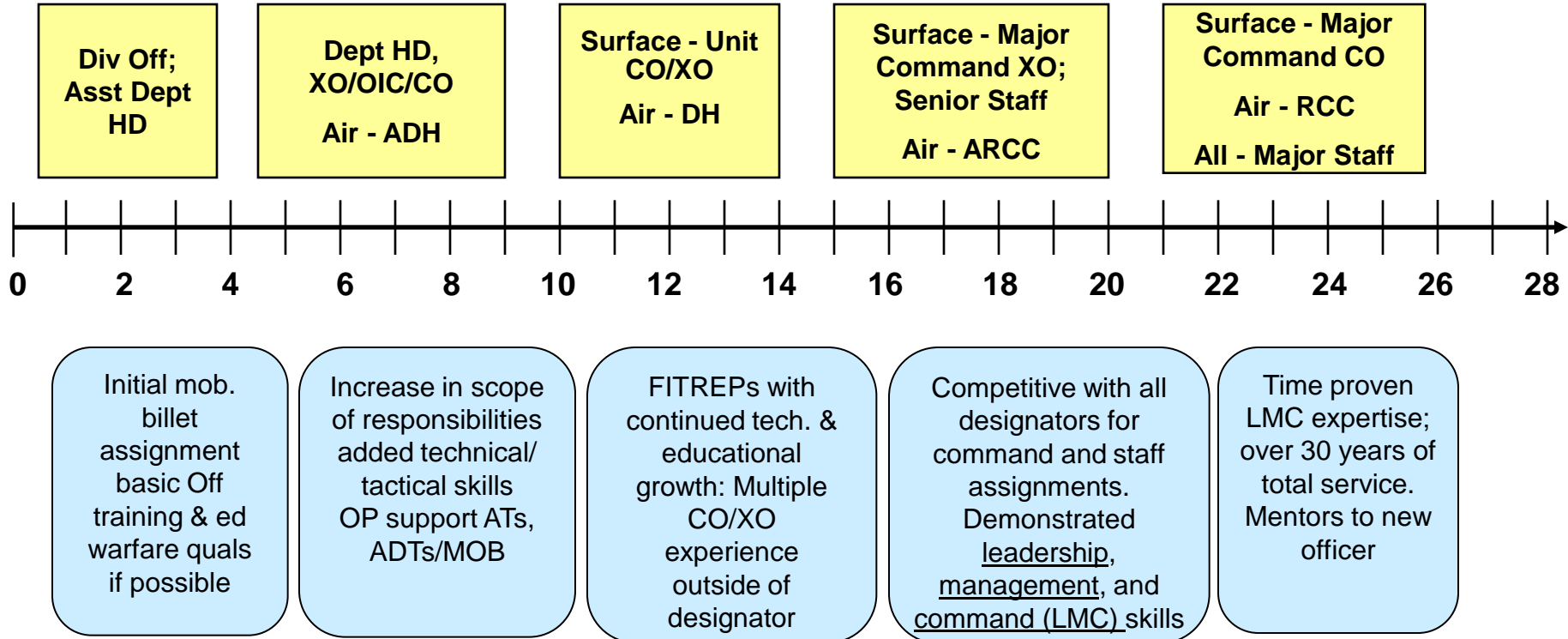
- Limited opportunity for CO/XO at O-4 and below
- Demonstrated ability to lead and direct people and organizations
- Regional and national HQ leadership billets very highly competitive



Limited Duty Officer (Line) Career Progression




Career Path





Limited Duty Officer (Line) Community Values

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- Sustained superior performance in operational billets
 - Diversity of experience and increased technical knowledge
 - Leadership and Warfare expertise
 - Joint/advanced education and Joint Duty Assignments
 - Assignments dedicated to mission success through the “ONE NAVY, ONE MISSION” team concept, with upward progress in scope of management and leadership